



STATE OF CALIFORNIA

GOVERNOR'S OFFICE *of* PLANNING AND RESEARCH



Gray Davis
GOVERNOR

Steven A. Nissen
DIRECTOR

March 22, 2001

Dear State Employee:

The Governor's Office and the First Lady would like to ask you to join us in personally helping to improve the lives of California's youth. We will be launching a new State Employee Mentor Recruitment Campaign this April and we are asking you to participate by becoming a mentor.

We are committed to mentoring because we recognize the positive effect it has on youth. A mentor serves as a role model that provides support for a youth by acting as an independent guide through life. Studies have shown that these invaluable relationships reduce the chances of the mentee becoming involved with drugs and other illegal activity and actually increase academic performance. The collective good of mentoring will strengthen our State for generations to come with minimal investment and tremendous reward for the mentor and the State of California.

As a State employee we know that you are already committed to improving California. By being a part of this great institution and by serving the citizens of California you make meaningful contributions to the lives of people every day. That is why we ask you to consider becoming personally involved in the life of a young person in your community.

As an incentive to getting involved, we want to make you aware of a provision in most Collective Bargaining Agreements that allows for mentor leave. The provision allows eligible State employees, as defined by the Department of Personnel Administration, to receive up to 40 hours of paid matching time per calendar year to volunteer as mentors. This matching time can be earned on an hour for hour basis. Due to public safety, health and budgetary limitations, Department of Corrections and California Youth Authority "post" employees, Department of Forestry and Fire Protection fire protection employees, as well as employees in state 24-hour care facilities, are excluded from receiving paid matching time-off for mentoring. These employees are encouraged to become mentors during non-working hours. For additional information about mentoring leave you may contact your human resources office.

In celebration of this campaign, on April 3, 2001, the First Lady will be speaking at a gathering on the West Steps of the Capitol to recognize ***State Employee Mentor Awareness and Recruitment Day***. There will be information booths and a variety of speakers from 11:30 a.m. to 1 p.m. If possible, please join us.

If you are interested in becoming a mentor or would like further information, please contact your department's mentor coordinator or visit www.opr.ca.gov and find the *Governor's Mentor Partnership* under Current Events.

Please assist the Davis Administration in leaving no child behind on the road to a brighter future. Volunteer today.

Sincerely,

Steven A. Nissen
Director, Governor's Office of Planning and Research